



Frequently Asked Questions

Q: What are these grants to be used for?

A: These \$100M in American Apprenticeship Grants will be used for competitive grants to partnerships among employers, labor organizations, training providers, community colleges, local and state governments, the workforce system, non-profits and faith-based organizations that:

- Launch apprenticeship models in new fields: Many fast-growing occupations and industries, such as in information technology, high-tech services, healthcare, and advanced manufacturing, also need innovative apprenticeship programs, including accelerated models, to meet their skilled workforce needs.
- Align apprenticeships to career pathways for further learning: Apprenticeships that embed industry-recognized skills certifications or reward workplace learning with college credit provide an affordable educational pathway for those who need to earn while they learn, and apprenticeships linked to pre-apprenticeship programs can help more Americans access this training.
- Scale apprenticeship models that work: Across the country, there are pockets of excellence in apprenticeship, particularly in the construction industry, but all too often these successful models are unknown in other regions or to other employers. These grants will build from strength and invest in innovations and strategies to scale apprenticeships – including to market the value of apprenticeships, increase the return on investment for workers and, or build national and regional partnerships to expand apprenticeships.

Q: What is Registered Apprenticeship?

A: Registered Apprenticeship is a proven and structured “earn and learn” model that pairs paid on-the-job learning with related technical classroom instruction in any number of career fields.

The main components of a Registered Apprenticeship are:

- An identified “skills plan” or curriculum for what the apprentices will learn
- At least a year’s worth of on-the-job training (usually supervised by a mentor or skilled professional) and job-related education (which can be classroom based, online, or delivered on the job)
- Apprentices are employed and must be paid at least the minimum wage – with opportunities to earn more as their skills increase.

Modern apprenticeships are often based on competency or a hybrid of time-Based and competency models (i.e., industry-recognized certificates) and can be as short as a year of combined training and work experience. Many high-skilled apprenticeships may be extended for additional period from three to five years based on the needs of the industry.



Registered Apprenticeship offers job seekers immediate employment opportunities that usually pay higher than average wages and offer continued career growth. Apprentices learn highly-sought after skill sets and earn portable credentials from the U.S. Department of Labor and recognized by the Department of Education that are nationally and often globally recognized; and gain the opportunity to apply their apprenticeship training to two- and four-year college programs. Registered Apprenticeship programs are offered by tens of thousands of employers, industry associations and labor-management organizations that use the model to grow highly-skilled workers trained to meet current industry specifications, ensure workplace safety, and increase productivity.

For more information, see the Office of Apprenticeship's website at <http://doleta.gov/OA/apprenticeship.cfm>.

Q: What is the source of these existing funds?

A: The Administration is making these grants available through H-1B funding from the visa fees employers pay to hire workers in areas where there are shortages of American workers with these skills.

Q: When will these grants be available?

A: The application for the grant will be made available in the fall, after being informed by substantive engagement with stakeholders over the course of the summer. Grants will be awarded in the winter.

Q: Who are eligible partners?

A: The American Apprenticeship Grants will support public-private partnerships between employers, industry associations, training providers, community colleges, labor organizations, local and state governments, workforce investment boards, American Job Centers, non-profits and faith-based organizations with competitive proposals to expand the availability of Registered Apprenticeship opportunities for America's workers.

Q: Which industries are targeted?

A: Targeted industries are those industries experiencing skills shortages as evidenced by their utilization of H-1B visas, including, but not limited to, advanced manufacturing, healthcare, and IT. The fast-growing occupations in these industries would benefit from Registered Apprenticeship programs that provide high-quality on-the-job training and appeal to a broad range of workers.

Q: Do Registered Apprenticeships lead to credentials and career pathways for participants?

A: Yes. Registered Apprenticeships lead to industry-recognized certifications and are linked to career pathways that can ensure workers gain lasting recognition for the skills they have learned and provide an affordable pathway to further skills and, in many cases, a college degree for those who need to earn while they learn.



Q: How will these grants help lead to an expansion of the Registered Apprenticeship system?

A: Across the country, there are pockets of excellence where Registered Apprenticeship models are in use and work, but all too often these successful models are unknown in other regions or to other employers, especially small businesses without the resources to develop their own programs. These grants will assist in demonstrating the value of and marketing new and existing Registered Apprenticeship programs that are working in order to have them reach sustainable scale and recognition among industry and workers alike.

Q: What are the advantages of a Registered Apprenticeship program?

A: The Registered Apprenticeship system provides a wide array of benefits.

For apprentices, benefits include:

- **Improved skills and competencies** that meet the specific needs of the employer;
- **Incremental wage increases** as their skills improve;
- **On-the-job training** and occupation focused education;
- **A sustainable career and opportunities for career advancement;**
- **Industry issued, nationally recognized credentials;** and
- **Pathway to post-secondary** education through articulation agreements that create opportunities for college credit and future degrees

For employers, benefits include:

- **Customized training** that results in highly skilled employees trained to industry/employer specifications;
- **Increased productivity and knowledge transfer** due to on-the-job learning from an assigned mentor combined with related technical instruction;
- **Recruitment and retention advantages** demonstrated by the 87 percent of program completers in 2011 were still employed nine months after completing their apprenticeship;
- **A stable and predictable pipeline** for the development of qualified workers; and
- **A systematic approach to training** that ensures that employees are trained and certified to produce at the highest skill levels required for that occupation.

Q: Is a Registered Apprenticeship a Job?

A: Yes, Apprentices start working from day one with incremental wage increases as they become more proficient.

Q: How much money can an apprentice earn after they finish?

A: Apprentices earn competitive wages, a paycheck from day one and incremental raises as skill levels increase. In fiscal year 2012, the average hourly wage for a journey person who completed an apprenticeship was \$25.55, which translates to \$51,522 annually. Apprentices who complete their program earn approximately \$300,000 more over their career than non-apprenticeship participants.



Q: Are all Registered Apprenticeships union-based?

A: No. Registered Apprenticeship is used widely across all industries and includes union (joint labor-management) and non-union programs. Registered apprenticeship sponsors include labor-management organizations, employers, industry-associations, government and the military.

Q: Do you earn college credit while participating in a Registered Apprenticeship?

A: Today, most Registered Apprenticeship opportunities include on-the-job learning, and technical classroom-training provided by apprenticeship training centers, technical schools, community colleges, and institutions employing distance and computer-based learning. Often Registered Apprenticeship sponsors work directly with Community Colleges to articulate technical instruction and on-the-job experience to college credit. And through the new Registered Apprenticeship College Consortium, that credit is transferable nationwide to participating colleges.

Q: What do I receive upon completion of a Registered Apprenticeship program?

A: After completion of an apprenticeship program, the apprentice earns a nationally recognized credential that is portable and stackable. Additionally, an apprentice is also elevated to journey worker status that leads to increased pay & upward career opportunities.

Q: How does a Registered Apprenticeship program benefit the sponsor (employer, Labor Management Organization, or Industry Association)?

A: First and foremost, Registered Apprenticeship program develop highly skilled employees that provide value for their employers. Once established, Registered Apprenticeship programs also reduce turnover rates (see Washington State Workforce Board 2008 Evaluation of Apprenticeship), increase productivity, lower the cost of recruitment, and increase safety in the workplace / job site.

Q: How do I qualify to be an apprentice in a Registered Apprenticeship?

A: Registered Apprenticeship program sponsors identify the minimum qualifications to apply for a program. The eligible starting age can be no less than 16 years of age; however, individuals must usually be 18 to be an apprentice in hazardous occupations. Program sponsors also identify additional minimum qualifications to apply, e.g., education, ability to physically perform the essential functions of the occupation, proof of age. All applicants are required to meet the minimum qualifications.

Q: Who oversees or “runs” the Registered Apprenticeship system?

A: The U.S Department of Labor’s Office of Apprenticeship, works in conjunction with State Apprenticeship Agencies to administer the program nationally. These agencies are responsible for registering apprenticeship programs that meet federal and state standards; protecting the safety and welfare of apprentices; issuing nationally recognized and portable Certificates of Completion to apprentices; promoting the development of new programs through marketing and technical assistance; assuring that all programs provide high quality training; and assuring that all programs produce skilled and competent workers. In addition, a wide variety of stakeholders exist, including state organizations, industry associations, educational organizations (both secondary and post-secondary), workforce development organizations, economic development organizations, community-



based organizations, and others. These stakeholders are not directly responsible for the operation of the national system but have a substantial interest in its success.

Q: What occupations can I train for through Registered Apprenticeship?

A: The Registered Apprenticeship program offers access to 1,000 career areas, including the following top occupations: Able Seaman, Carpenter, Chef, Child Care Development Specialist, Construction Craft Laborer, Dental Assistant, Electrician, Elevator Constructor, Fire Medic, Law enforcement agent Over-the-Road Truck Driver, Pipefitter.

Q: How long are Apprenticeship programs?

A: The length of an apprenticeship program depends on the complexity of the occupation and the type of program (Time Based, Competency Based, or a Hybrid). Apprenticeship programs range from 1 year to 6 years, but the majority are 4 years in length. During the program, the apprentice receives both structured, on-the-job learning (OJL) and related classroom instruction (RTI). For each year of the apprenticeship, the apprentice will receive normally 2,000 hours of on-the-job training and a recommended minimum of 144 hours of related classroom instruction.

Q: Who are typical Registered Apprenticeship Partners?

A: Through a proven system of public-private partnerships, Registered Apprenticeship partners with a wide range of organizations including (but not limited to): Businesses, employer and industry associations, Labor management organizations, State and local workforce development agencies and programs, Two- and four-year colleges that offer associate and bachelor's degrees in conjunction with apprenticeship certificates, U.S. Military, Community leaders and economic development organizations.

Q: Are Registered Apprenticeships used only in construction?

A: No. Today, Registered Apprenticeship is utilized in a wide sector of industries that include construction, energy, manufacturing, healthcare, transportation, hospitality, telecommunications, and information technology. Registered Apprenticeship is a highly versatile training strategy that aligns with and advances the goals of life-long learning. Nearly 360,000 apprentices are trained each year. Millions of apprentices in varying industries have received high-level training and career opportunities via Registered Apprenticeship's "earn and learn" model.

Q: Are all Registered Apprenticeships time-based, taking years to complete?

A: No. Today, Registered Apprenticeship is designed to create more flexibility, improve quality, and increase accountability to keep pace with changes related to 21st century employment opportunities. Programs today can utilize a "Competency-Based" model (or a hybrid of competency and time-based approaches) that incorporates competency-based progression through an apprenticeship program; a hybrid combination of competency-based and traditional time-based progression through an apprenticeship program; the use of interim credentials to track an apprentice's



skill progression; and the use of new learning technologies that may accelerate the duration of a Registered Apprenticeship

For more on Registered Apprenticeship, please visit us online at www.doleta.gov/OA

Also, to find out what's happening throughout the Registered system, please visit <https://21stcenturyapprenticeship.workforce3one.org/page/home>

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